

STATEMENT OF BUDGET IMPACT
(Policy Number 94-45)
Budgetary Review of Proposed Resolution &
Ordinances with Financial Implication.

Date: November 25, 2015

File: BIS 16 – 052

File: TMP-2015-00579

Proposed Legislation:

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA, APPROVING AND AUTHORIZING THE APPROPRIATE CITY OFFICIALS TO EXECUTE THE ATTACHED MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE BROWARD COUNTY POLICE BENEVOLENT ASSOCIATION ("PBA") AMENDING THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND THE PBA TO ALLOW THE POLICE CHIEF FLEXIBILITY WITH RESPECT TO THE PAY OF REHIRED FORMER POLICE OFFICERS AND TO PROVIDE FOR THE RESTORATION OF SENIORITY UPON REHIRE.

Statement of Budget Impact:

1. ☐ No Budget Impact associated with this action;
2. ☒ Partial budgetary resources identified/available;
3. ☐ Budgetary resources not identified/unavailable;
4. ☐ Potential Revenue is possible with this action;
5. ☒ Will not increase the cost of Housing;
6. ☐ May increase the cost of Housing; (CDAB review required)

Explanation:

This Resolution seeks the approval of and authorization for the appropriate City Officials to enter into a Memorandum of Understanding, "MOU", between the City of Hollywood and the Broward County Police Benevolent Association, "PBA", which amends certain provisions of the current Collective Bargaining Agreement, "CBA", between the City and the PBA for the period from October 1, 2014 through September 30, 2017. Section 31.6 of the current CBA details the agreement between the City and the PBA regarding the seniority, pay and probationary period of a former Hollywood Police Officer who has permanently separated from his or her service to the City in the event that said former City Police Officer is rehired by the City as a Police Officer.

The proposed MOU will permit the rehired Police Officer to combine his or her previous years of service together with the years of service subsequent to the rehire date to determine the number of hours of vacation leave the Police Officer is annually entitled to receive. Under the current CBA, the calculation was based upon the Police Officer's continuous, unbroken years of services and did not provide for a restarting of the years of service upon rehire. Moreover, with respect to the seniority to be accorded the rehired Police Officer, under the proposed MOU the rehired Police Officer's seniority will be restored to the amount of seniority prior to termination of service and continuing upon the date of rehire with adjustment for the period of time not in service as a Hollywood Police Officer. Lastly, upon rehire, the Chief of Police shall have the flexibility to place the rehired Police Officer in any pay step of the pay scale range for Police Officers that the Chief of Police, in his or her sole discretion, deems to be appropriate based upon the previous law enforcement experience with the City of the rehired Police Officer.

Funding for a portion of the costs to be incurred through the provisions of the proposed MOU will be available from salary funds available from vacant positions to be filled by the rehired Police Officers. The balance of funding that may be needed will be more problematic in determining since it is presently unknown how many former Hollywood Police Officers may be rehired and what the individual salary requirements will be given the provisions of the MOU.

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